

**SBCJC
EVENING MEETING
BOARD WORK SESSION
DECEMBER 11, 1996**

MINUTES

The Board met at 6:00 p.m. at The Edison Walthall Hotel, 225 East Capital Street, Jackson, Mississippi on October 16, 1996. Members present included: Alton Bankston, Yvonne Brown, Joanna Heidel, Henry Hudspeth, John Junkin, William Seal, Hazel Terry, and George Walker. Absent board members included Patricia Puckett and Perrin Purvis. Others present were Elizabeth Seal, Becky Cade, Duane Hamill, Robert McClellan, Olon Ray, and Evelyn Webb.

Mr. Walker called on Dr. Ray to return thanks. As those present waited for the meals to be served, Dr. Ray provided a brief overview of the major tasks and issues currently being addressed by the State Board for Community and Junior College and staff as follows:

- a. Workforce Education - This issue continues to be challenging and demanding one. George Walker continues to provide great leadership.
- b. Funding and Formula Committee - This committee will examine how we fund colleges in the future.
- c. Distance Learning and Technology - We continue to explore how to best utilize and integrate these valuable tools into the educational system, as well as how to support the costs related to training, support, infrastructure, and equipment.
- d. Accountability Committee - This committee is developing a process to ensure accountability of workforce and other community college programs.
- e. Workforce Training Resource Center - This committee will develop resources to compliment workforce training programs

Dr. Ray noted his belief that the funding and distance learning issues may be the driving forces to define education in the future. Staff are in the throws of deciding how best to organize to address these initiatives. The first step was to reorganize staff into the present four divisions. The next step is to move staff into the use of a teaming concept, utilizing a quality management approach which will include cross training, strategic planning, and measurement processes. Dr. Ray and division directors have begun to analyze and identify tasks around SBCJC responsibilities as follows: what we have to do by law, what we need to do, and what we want to do if time and energy are available. The next step will be to develop strategies for achieving these tasks. Strategies will identify who is responsible for tasks, a time line for completion, and what measurements will be used to determine completion. The overall purpose of this change in management is to assure greater success on the part of staff and secondarily to demonstrate that there is a better way to do business. Staff will be honest and will let you know when there is failure and/or success. Dr. Ray announced that Duane Hamill, SBCJC Resource Manager, who is a trained specialist in teaming and quality management areas, is leading the directors in this change in management style.

At the conclusion of the meal, Dr. Ray introduced Duane Hamill, SBCJC Resource Manager. Duane presented several overheads that outlined the tasks to be completed in implementation of the teaming approach at the SBCJC (Refer to Handouts). Duane distributed a copy of a concept paper Dr. Ray had completed that communicated his commitment and vision for utilizing a teaming concept to conduct business. Duane pointed out that the work done thus far has involved the executive director and the three division directors. They are

in the planning stage of the implementation process, defining the type of teams that will be initiated, the team make up, their roles and responsibilities (Refer to Team Implementation Process). Training and use of teams will begin in the very near future. It is anticipated that some of the steps reflected on the team implementation process chart may be implemented at the same time. It was also noted that the type of team chosen by the Directors to use in teaming is the integrated product team. This type of team not only organizes around the completion of a product or service, but also includes defined measures to ensure accomplishment of task.

Discussion followed the presentation. The question was raised about where the Board fits into the scheme of this operational change. Dr Ray assured board members that he would keep them actively involved in this operational change through continued communication, development of policies, and similar efforts. Mr. Walker commended Dr. Ray and his vision for undertaking an effort to improve the operations of the SBCJC and noted that all should be honored to have our organization commit to be better.

Mr. Walker then discussed with those present the vote taken by the committee reviewing the MS Humanities Council request to be funded under the auspices of the SBCJC. Committee appointees included Perrin Purvis, Patricia Puckett, John Junkin, and George Walker. It was reported that the initiative had been voted down on a three to one vote by the committee. However, a motion was made by Alton Bankston and seconded by Bubba Hudspeth that no official action of the Board be taken on this request at the December 12, 1996 board meeting. Discussion followed. Based on the committee vote, it was agreed that if members of the legislature approached staff about placing the Council under the SBCJC, staff would let them know the SBCJC is not interested. The motion was passed unanimously.

There being no further business, the meeting adjourned at 8:45 p.m.